



NASA SAFETY CULTURE...



NASA SAFETY CULTURE...It's in our DNA

NASA SAFETY CULTURE IS "THE VALUE PLACED ON SAFETY AS DEMONSTRATED BY PEOPLE'S BEHAVIOR." IT'S THE WAY WE PERCEIVE, VALUE AND PRIORITIZE SAFETY THROUGHOUT THE AGENCY. IT ALSO REFLECTS OUR COMMITMENT TO SAFETY AT ALL LEVELS, OR "HOW OUR ORGANIZATION BEHAVES WHEN NO ONE IS WATCHING."

SAFETY CULTURE AT NASA IS AN ENVIRONMENT WHERE EVERYONE WORKS SAFELY, FEELS COMFORTABLE COMMUNICATING SAFETY ISSUES, LEARNS FROM MISTAKES AND SUCCESSES, FEELS CONFIDENT BALANCING CHALLENGES AND RISKS WHILE KEEPING SAFETY IN THE FOREFRONT, AND TRUSTS THAT SAFETY IS A PRIORITY.

VISION

"Our vision for Safety Culture at NASA is to create an environment characterized by safe attitudes and behaviors, modeled by leaders and embraced by all. This environment should foster an atmosphere of open communication and mutual trust, as well as shared safety values and lessons. It should also instill confidence that we will balance challenges and risks that are consistent with our safety core value to successfully accomplish our mission."

— NASA Safety Culture Working Group

THE DNA ANALOGY

Think of NASA's Safety Culture as our organization's DNA. Just as DNA contains the genetic instructions that guide the development and function of every living organism, Safety Culture guides and defines safety within NASA. The NASA Safety Culture logo is designed as a DNA strand consisting of five factors to remind us of the importance of safety as a component of NASA work life.

Each factor in the DNA model is dependent upon the others. If one component is missing, the entire system will fail. That's why we want everyone—from the newest technician to top NASA leadership—to take an active role in the Agency's safety.





THE FIVE NASA **SAFETY**CULTURE FACTORS

REPORTINGCULTURE

WE REPORT OUR CONCERNS.

In our Reporting Culture, everyone at NASA is encouraged to report safety concerns. An atmosphere of trust exists between leadership and employees, with employees knowing that important information will be heard and acted upon appropriately. You should never be afraid to speak up; it could save a life.

JUSTCULTURE

WE TREAT EACH OTHER FAIRLY.

A Culture that is Just balances the need for discipline when warranted, with rewards when earned. People clearly understand acceptable and unacceptable behaviors. There's a sense of fairness in how business is conducted for everyone. An important example of Just Culture is we don't "shoot the messenger" for bringing up safety concerns.

FLEXIBLECULTURE

WE CHANGE TO MEET NEW DEMANDS.

A Flexible Culture is one that builds in resilience from the beginning. It enables us to adapt to unforeseen developments and make changes based on incoming trend information. It also allows us to push past obstacles when something new or different happens. In a Flexible Culture, operations aren't disrupted by additional demands. We continue to operate in a steady state to successfully complete our mission.

LEARNINGCULTURE

WE LEARN FROM OUR SUCCESSES AND MISTAKES.

In a Learning Culture, we collect, assess and share information, both formally and informally. That includes continuing education programs such as SATERN and STEP, as well as resources on the NASA Engineering Network and NASA Safety Center websites. We learn from our experiences and apply that knowledge to our jobs.

ENGAGEDCULTURE

EVERYONE DOES THEIR PART.

An Engaged Culture ties together the other four cultures. Regardless of status or occupation, all NASA employees actively participate in safely accomplishing the Agency's mission. The key is having engaged leaders and employees who demonstrate they value safety and get involved.

NASA SAFETY CULTURE...Live With It!

No matter what your role at NASA, you have a responsibility for sustaining a strong Safety Culture. You should always engage in safe behaviors and always report safety concerns. To help you in this effort, here are some additional resources on NASA's Safety Culture:

SAFETY CULTURE COURSE

NASA offers a course in SATERN for all NASA employees — **“Orientation to NASA Safety Culture.”** To access the course, visit the SATERN website <https://satern.nasa.gov/> and enter HQ-SMA-ONSC in the Catalog Box.

SAFETY CULTURE SURVEY

The NASA Office of Safety and Mission Assurance (OSMA), along with subject matter experts from each of the NASA Centers, developed the NASA Safety Culture Survey. It is designed to provide Center Directors with a tool to identify and correct latent organizational conditions that may lead to accidents and implement strategies to improve safety.

SAFETY CULTURE POINTS OF CONTACT

Every NASA Center has a Safety Culture Point of Contact. For more information, contact the PoC at your Center.

Dr. Tracy Dillinger, Co-Chair

202-358-1680

Gerry Schumann, Co-Chair

321-861-2312

Manuel Dominguez, OSMA Detail

216-433-6735

ARC: David King

KSC: Brian Gloade

AFRC: Jonathan Brown

KSC: Darcy Miller

AFRC: Dr. Miriam Rodon-Naveira

KSC: Mark Raysich

AFRC: Richard Wong

LaRC: Angela Bynum

GRC: Terri Rodgers

LaRC: Jose Caraballo

GSFC: Patrick Hancock

MSRC: Willie Love

GSFC: Krystal Kennedy

MSFC: John Pea

GSFC: Daniel Simpson

MAF: Miguel De Jesus La Fuente

HQ: Jonathan Pirkey

MAF: Marcus Sanchez

IV&V: David Sheldon

NSC: Michael Lipka

JPL: Barbara Cruz

SSC: Amy Rice

JPL: Gloria Mar

WFF: Carolyn Turner

JSC: David Loyd

WSTF: Alton Luper

JSC: Stacey Menard

National Aeronautics and Space Administration

Office of Safety and Mission Assurance

NASA Headquarters

Washington, DC 20546